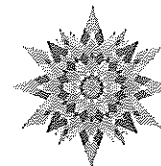


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WIA  
WORKFORCE PROGRAMS



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March 9, 2012

VIA FEDERAL EXPRESS

Teresa Keyton, WIA Secretary  
Bureau of Workforce Transformation  
Victor Office Center - 5th Floor  
201 N. Washington Square  
Lansing, MI 48913

Robert A. Ficano  
Wayne County Executive  
Office of the Wayne County Executive  
500 Griswold  
Detroit, MI 48226

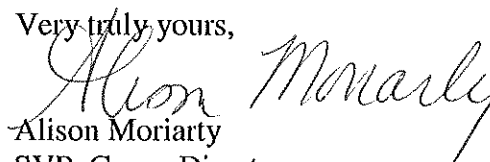
Honorable Dave Bing, Mayor  
City of Detroit  
Coleman A. Young Municipal Center  
Suite 1126  
Detroit, MI 48226

*Re: Notice of Mass Lay-offs in Detroit,  
Michigan*

Dear Sir or Madam:

As a result of the loss of business from a key customer, we are forced to scale back the operations at our facilities located at 150 W. Jefferson Suite 400 in Detroit, Michigan, and 3310 W. Big Beaver Road, Suite 107 in Troy, Michigan. We expect to eliminate 80 positions in Detroit and no positions in Troy effective the close of business on May 8, 2012. There are no unions representing the affected employees. This action is expected to be permanent and no bumping rights exist. For further information, you may contact me, Alison Moriarty, SVP Group Director, Human Resources. I may be reached at 312-220-5065.

Very truly yours,

  
Alison Moriarty  
SVP, Group Director  
Human Resources  
Starcom U.S.A.